

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s55(2) application for approval of an industrial agreement

Minister administering the State Service Act 2000

and

Tasmanian Salaried Medical Practitioners' Society

(T14685 of 2019)

TASMANIAN VISITING MEDICAL PRACTITIONERS (TASMANIAN STATE SERVICE) AGREEMENT 2018

PRESIDENT D J BARCLAY

HOBART, 4 September 2019

Industrial agreement – application approved – agreement to effect salary increases - no change to other terms and conditions – agreement operative from 2 December 2018 and will remain in force until one month after date of registration - forwarded to registrar for registration

DECISION

[1] On 27 August 2019, the Minister administering the *State Service Act 2000* (MASSA) lodged with the Registrar, pursuant to Section 55(2) of the *Industrial Relations Act 1984* (the Act), the Rural Medical Practitioners (Tasmanian State Service) Agreement 2018.

[2] At the hearing in Hobart on 4 September 2019, Ms Louise Mills appeared on behalf of MASSA, and Ms Lara Giddings appeared on behalf of the Tasmanian Salaried Medical Practitioners' Society (TSMPS).

[3] The Agreement, which effects a pay increase, is brought for approval effective from 2 December 2018 until one month after the date of registration. The Agreement also provides for back pay from 1 July 2019.

[4] The pay increase is of 2.1%. It is slightly higher than the Governments Wages Policy. The Unions had wanted more. However the Agreement reflects a compromise by both sides to effect a modest pay rise and back pay. The Agreement also provides for an additional 0.25% increase from 25 August 2019. Finally the Agreement provides for effectively a one off sign on bonus of \$120 (pro rata) for those employees covered by the Agreement.

[5] The Agreement does not alter any other conditions of employment.

[6] I note that the parties do not retire from previous agreements which contain provisions relating to terms and conditions of employment. Accordingly no person is deprived of a benefit from an existing agreement.

[7] I am satisfied that the agreement is consistent with the public interest requirements of the Act, does not disadvantage the employees concerned, and obviously the term of the agreement does not exceed 5 years. I am satisfied that there is genuine consent to the Agreement by the parties to it.

[8] Pursuant to s55(4) the Agreement is approved with an operative date 2 December 2018 until one month after registration. The file will now be referred to the Registrar for registration of the Agreement in accordance with the requirements of s56(1) of the Act.



Appearances:

Ms Mills for MASSA
Ms Giddings for TSMPS

Date and place of hearing:

2019
4 September
Hobart